

Broward County Public Schools Waiver for Professional Study Days



Broward County Schools is the largest fully accredited school district in the United States

School Improvement Waivers are designed to remove barriers to school improvement that have been found in state statute, school board policy, or collective bargaining contract (see School Board Policy #1403). Waivers must be based on sound educational research and evaluation, must be budget neutral to the district, must be supported by stakeholders in the local school community, and must be approved by 66.67% of the faculty. Waivers may be approved for up to five years by the School Board, but the faculty must approve the waiver each year. Waivers must be equitable for all students in a particular student group.

Waiver #	2
School Name:	Nova High
Board Policy/Contract Article:	BTU Contract Article 5, U-1
Board Approved:	TBA
Years Approved:	5
Target Area:	Professional Study Days
Waiver Status:	New
Initial Year of Implementation:	2020
District's Strategic Alignment Plan:	Continuous Improvement
Accreditation Standard Alignment:	Using Results for Continuous Improvement

1. **Nova High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Nova High** will analyze the data and present them to SAC.
2. **Nova High** is requesting 08 **Professional Study Days** per school year for the next 5 years.

3. The **Professional Study Days**

This section to be completed once **Professional Study Days** dates are approved by the School Board and are provided below.

4. This waiver proposal was presented, reviewed, and endorsed by all stakeholders of the local school community at meetings on:

Community Meeting 1: 09/16/2019

Community Meeting 2: 12/16/2019

Community Meeting 3: 12/16/2019

5. The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 12/16/2020.
6. The Faculty voted on the implementation of **Professional Study Days** by 74% (minimum of 66 2/3%) on 01/16/2020 , according to the voting guidelines in the Broward Teachers Union Contract, Article 15.
7. Write the exact language of the school board policy or contract article that the proposed waiver will supersede.

Article V. 1. The District shall provide that students at each school shall be dismissed two (2) hours early on six (6) days during the school year.

8. State the waiver: change, delete, or add to the policy or contract so as to fulfill the requirements of the proposed waiver.

In addition to the six early release days currently scheduled, the District shall provide that students at Nova high School will be dismissed 3 hours early for 8 additional days during the school year for the purpose of High School Reform. The Professional Study Days for the 2020-2021 school year will be determined when the District provides the list of possible choices.

9. State the rationale for the proposed waiver. How will the proposed waiver support school improvement? Give background information, history of barrier, etc.

After pre-planning days, our school will have a maximum of eight hours for professional development on early release and planning days for the 2020-2021. This equates to less than one hour per month for the remainder of the school year. The majority of the allocated time during the pre-planning days will be invested in District mandated programs: Continuous Improvement Model and Marzano's High Yield Strategies. Additional time is needed to empower educators to develop plans for their own improvements through professional learning communities that will lead to increased student achievement. As a professional development center, Nova High School prides itself on being a leader in the district in student achievement. With the additional 8 Staff Development days, we will have appropriate time for training and development of programs such as the Advanced Placement Program, Cambridge Program, Florida Standards, and Marzano's Evaluation Model. This year, Professional Development will focus on teachers preparing Professional Learning Communities to help align with the District's C.A.R.E. process.

10. Recognizing that one strategy alone does not affect school-wide achievement, identify and explain the baseline data for the proposed waiver.

Looking at the school data, Nova High has been able to maintain an "A" grade for 14 out of the past 15 years. Last year (2018-2019) Nova High had shown improvements in student achievement in Science, with an increase in proficiency from 63% to 67%. The increase is attributed to the work that is being done during the Professional Learning Communities, which occur during the Professional Study Days. In Mathematics, Nova has maintained a 64% proficiency over the past two years and ranked 3rd in learning gains among traditional high schools. In the area of English Language Arts, there was a slight decrease in proficiency from 70% to 69%, however, Nova High School still leads the district being 4th in FSA ELA scores at 69% proficiency, 2nd in FSA ELA learning gains at 61% and 3rd in FSA ELA learning gains of the lowest 25% at 45%. The strategy to implement the C.A.R.E. and B.E.S.T. practices will ensure that our scores in Reading and in Mathematics will increase.

11. What reliable research studies, proven strategies, best practices, or similar programs support the probable success of the proposed waiver?

All the Nova High School's Professional Learning Communities are centered around student achievement and state standards as a best practice. The Professional Learning Communities analyze data, share best practices, and are driven by student achievement and learning gains.

12. **Nova High** will evaluate the effectiveness of the waiver each year. Include current data in alignment to the baseline data to measure the impact of the waiver.
13. Talent Development has reviewed a new Professional Learning Community Design that includes Professional Study Days for 2020 - 2021 for Professional Learning Credits (formerly called Inservice Points) in 2013. The Course Type is .
14. We confirm that the **Professional Study Days** was implemented as described above:

Principal: Olayemi Awofadeju Date: 02/06/2020 Signature: _____

SAC Chairperson: Alin Andre / Jenna Gentile Date: 02/06/2020 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Richard Judd Date: 02/06/2020 Signature: _____

16. This waiver has been reviewed by the Office of Strategic Achievement:

OSA Rep: Donna Boruch Date: 02/06/2020 Signature: _____

This waiver application, with original signatures, is to be kept on file at the school and made available to District personnel upon request.

A scanned version of the completed Professional Study Days Waiver Process, with signatures, and all other required documents are to be uploaded to http://www.broward.k12.fl.us/schoolimprove/school_staff_login.asp by February 8, 2013.

The filename to upload is to be: SchoolName_GradeLevel_PSD_WaiverNumber_Date.pdf,
ex. *Abc_ES_PSD_1_02082013.pdf*

Last updated on: Wednesday, May 13, 2020